

CEC Draft Resolution Effects

Section 1	States the Legislature's work force management philosophy.
Section 2 §67-5309C(a)	States that no adjustments are to be made in the pay structure or the payline.
Section 3 §67-5309C(b)(c)	<ol style="list-style-type: none"> 1. Add 3% funding increase for CEC. 2. Requires a 1% increase across the board. 3. Requires that state agencies review specific priorities and target increases as needed. (Priorities listed are: high turnover, below midpoint, below 90% of Compa-Ratio) 4. Requires all remaining funding be distributed on merit using the merit matrix in Idaho Code.
Section 4a §67-5309C(d)	<ol style="list-style-type: none"> 1. Adds \$8,700 per FTP (22% increase for the employer) 2. Requires that employee premiums don't increase by a total of more than 29%. This doesn't mean that each premium will increase by 29%, but the total that Department of Administration can collect in cash from employees must stay below \$16,400,000 overall.
Section 4b §67-5309C(d)	<ol style="list-style-type: none"> 1. Requires state agencies to pay all <u>state</u> funding appropriated in state agency budgets for benefits to the insurance fund.
Section 4c §67-5309C(d)	<ol style="list-style-type: none"> 1. Maintains the same language as last year. 2. Requests Department of Administration to add a third insurance plan option that does not increase cash premiums for the employee, but adjusts benefits. (i.e. High Deductible Plan)
Section 4d §67-5309C(d)	<ol style="list-style-type: none"> 1. Requests Department of Administration to keep the PPO Plan and the Traditional Plan insurance coverage at the same benefit level as the plans are now. 2. Allows Department of Administration to change the insurance coverage levels only if the bid is higher than the actuary's estimated increase for 2009. 3. Requires Department of Administration to notify the CEC committee and the JFAC committee if they have to make major adjustments to the insurance coverage.
Section 4e §67-5309C(d)	<ol style="list-style-type: none"> 1. Requires all state employees to take the medical insurance unless they show proof of insurance coverage elsewhere. 2. Does not charge all active employees on the plan a premium. 3. Allows Department of Administration the flexibility to adjust the premiums to fix any internal inequities that may be needed.
Section 5	Recommends judges, commissioners, and elected officials get the same benefit funding and a 3% CEC.
Section 6	<ol style="list-style-type: none"> 1. Requires agencies to create distribution plans for the CEC. 2. Requires that Directors and Presidents approve the plans. 3. Requires agencies to submit the plans to LSO and DFM as information only, not for approval.
Section 7	Requires agencies to use any salary savings towards pay increases first, before shifting any personnel funding to purchase capital items or pay for operating costs.
Section 8	Makes the effective date of the CEC June 15 th , 2008—which is the first payroll period to be paid in FY 2009.
Last Paragraph	Requires that non-classified employees be treated in the same manner as classified employees.